

DOE Business Management Competencies to be exhibited by DOE employees:	
Financial Management	Understands the organization's financial processes. Prepares, justifies, and administers the program or project budget. Oversees procurement and contracting to achieve desired results. Monitors expenditures and uses cost-benefit thinking to set priorities.
Human Capital Management	Builds and manages workforce based on organizational goals, budget considerations, and staffing needs. Ensures that employees are appropriately recruited, selected, appraised, and rewarded; takes action to address performance problems. Manages a multi-sector workforce and a variety of work situations.
Technology Management	Understands current laws, policies, and best business practices applied to planning, acquiring, managing, and using information technology resources in the federal government and its critical role in achieving competitive advantage by improving mission performance and service delivery.
Process Improvement	Understands and applies strategies, management processes, and resources for process improvement within and across federal agencies with a focus on continuous-process customization and managed improvement. Understands the tools, techniques (for example, benchmarking, quality improvement programs, activity-based costing), and technologies that enable process-centric performance improvements to achieve agency missions. Ability to address the leadership challenges of initiation, collaboration, design, implementation, and portfolio project management of process-centric improvements within and across agencies.
Project Management	Plans and coordinates projects from inception to successful completion while monitoring teams, goals, communication, time, risk, cost, and quality.
Safety Management	Encourages, motivates and demands participation in an integrated safety management system. Leads in the establishment of rules and policies designed to promote employee security, safety and health, accident prevention and hazard awareness.
Program Management	Identifies requirements for program objectives. Authorizes, measures, integrates, and controls all program activities. Accepts accountability for program.